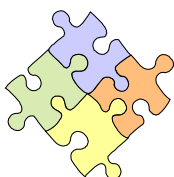


IMPACT ASSESSMENT

Region: South West

Cluster 49: Plymouth

Location	West Point, Plymouth, PL4 9RF.
Original Proposal	To withdraw from West Point and relocate staff to other HMRC offices within reasonable daily travel.
Decision	HMRC does not expect to fully vacate West Point before spring 2010. Staff are expected to relocate, where applicable, to The Apex, Plymouth.
Risks/Issues	<p>Travel times for some staff may exceed or be at the limit of reasonable daily travel if relocating to The Apex, Plymouth.</p> <p>Risk to HMRC meeting its efficiency targets if decision not implemented.</p>
Mitigating Action	Further examination of individual circumstances and available options will be undertaken through one to one discussions between managers and staff. No staff will be required to relocate beyond reasonable daily travel.



Issued by Workforce Change
4 December 2008

IMPACT ASSESSMENT

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1 SUMMARY

1.1. Background

HMRC proposes to rationalise its estate in the South West Region with the aim of making more effective and efficient use of office space and to integrate teams within and across business units. As part of this proposal HMRC has reviewed its business requirement to remain at office buildings in Cluster 49. This cluster contains the four office buildings in Plymouth. The review has identified that Crownhill Court and The Apex will be retained however there is no long term requirement to retain Custom House or West Point.

1.2. Enquiry Centre Customers

Enquiry centre services are not provided at West Point. The impact on customers is expected to be minimal.

1.3. Socio-economic

The West Point office is situated within the local authority of Plymouth. The unemployment rate for Plymouth is 6.2%, against the UK national average of 5.3%. There are around 4,365 employers in Plymouth employing approximately 103,800 people. There are 67 HMRC employees located at West Point, which is less than 1% of those employed within the local authority area. It is therefore reasonable to infer that the local economy is not dependent on the HMRC presence at this office.

1.4. Staff

West Point accommodates a total of 67 staff. During consultation, concerns around additional travelling for staff have been raised. Further examination of individual circumstances will be undertaken through one to one discussions between managers and staff. Where a staff member is unable to relocate to the proposed HMRC office within reasonable daily travel managers will discuss other available options with them. No staff will be required to relocate beyond reasonable daily travel.

1.5. Staff Diversity

The gender ratio of staff is 50% female to 50% male. 20% of staff work part-time, 6% are recorded as having a disability and none are recorded as being from an ethnic minority group.

Workforce Change has undertaken Equality Impact Assessment (EQIA) work on the proposal for Cluster 49. No significant risks with regard to equality issues have been identified and wider public consultation has not been considered necessary at this stage. Individuals will have an opportunity to raise any particular concerns with their manager during the one to one discussions. Mitigating actions will be considered where risks have been identified with regard to equality issues. The EQIA findings for West Point can be found at Appendix A.

1.6. Business Units

The **Benefits & Credits Delivery: Claimant Compliance (B&C Claimant Compliance), Estates & Support Services (ESS)** and **Local Compliance** business units will relocate to The Apex, Plymouth.

The **Risk & Intelligence Services (RIS)** business unit does not intend to retain a long term presence in this location and will be in discussion with staff about their options.

1.7. Finance

The vacation of this office will contribute to estimated estate savings of £9.9m in the South West Region between 2007 and 2012.

2 OFFICE PROPOSAL AND BUSINESS PLANS

2.1. Office Proposal

HMRC proposes to rationalise its estate in the South West Region with the aim of making more effective and efficient use of office space and bringing teams closer together within and across business units. It is proposed to withdraw from West Point and relocate staff, where applicable, to The Apex, Plymouth.

2.2. Business Plans

West Point is occupied by staff from the **B&C Claimant Compliance, ESS, Local Compliance** and **RIS** business units.

B&C Claimant Compliance, ESS, and Local Compliance plan to relocate to The Apex, Plymouth.

RIS does not intend to retain a long term presence in this location and will be in discussion with staff about their options.

For most staff this will present an opportunity to co-locate with teams already there or who will also move there from other buildings.

3 ENQUIRY CENTRE CUSTOMER IMPACT

3.1. Enquiry Centre Summary

Enquiry centre services are not provided at West Point. The impact on customers is expected to be minimal.

4 SOCIO-ECONOMIC IMPACT

4.1. Member of Parliament and Constituency

West Point is within the parliamentary constituency of Plymouth Sutton. The Member of Parliament is Linda Gilroy (Labour/Co-op)¹.

4.2. Local Economy

West Point is situated within the local authority of Plymouth. The unemployment rate for Plymouth is 6.2%, against the UK national average of 5.3%. The table below shows the relative job density for Plymouth, the South West Region and the UK as a whole. Job density is a ratio of total jobs to working-age population

¹ Source: www.parliament.uk

and provides a measure of the economic health of an area. Total jobs includes employees, self-employed, government supported trainees and HM Forces².

Table 1 - Job Density

Plymouth	South West	UK
0.82	0.86	0.84

There are around 4,365 employers in Plymouth employing approximately 103,800 people. There are 67 HMRC employees located at West Point, which is less than 1% of those employed within the local authority area. It is therefore reasonable to infer that the local economy is not dependent on the HMRC presence at this office.

There may be some impact on local businesses which at present benefit from the custom of HMRC staff based at West Point. Any negative impact that may be caused by HMRC withdrawal from this location is expected to be temporary, lasting until such time as the building is reoccupied by another employer.

4.3. Sustainable Development

The intention to vacate West Point assists HMRC in meeting its Sustainable Development Action Plan objective to provide office space of the right size and quality to meet long term business needs. Through the Sustainable Development Action Plan HMRC has also committed to improving the energy efficiency of all retained offices and the Corporate Responsibility Unit will work with Estates and Support Services and IMS to meet this objective.

4.4. Media Activity

There has been no media interest in the proposal relating to this building.

4.5. External Engagement

On 11 and 13 June 2008 Workforce Change wrote to 22 local authorities and 12 town councils in the South West about the proposals for the cluster and individual locations in this Region. A six week period for responses was given. Comments were sought on subjects including local/regional economic factors, regeneration plans, wider employer activity and plans for new or improved transport links. Eight responses were received from Cheltenham Borough Council, North Devon Council, South Somerset District Council, Yeovil Town Council, Launceston Town Council, Sedgemoor District Council, Bridgwater Town Council and Newton Abbot Town Council. Responses received included comments on the impact of job losses on the local economy and the adverse environmental impact. All concerns raised have been taken into account in making our recommendations to Ministers.

² Source: www.nomisweb.co.uk. Unemployment rates are for the period October 06 – September 07. Job density relates to 2005.

5 STAFF & STAFF DIVERSITY IMPACT

5.1. Business Unit Headcount

The table below shows the business units occupying West Point³.

Table 2 - Staff in post by business unit

Business Unit	Staff numbers
B & C Claimant Compliance	4
ESS	1
Local Compliance	47
RIS	15
TOTAL	67

5.2. Staff Diversity

The following diversity data has been provided by background HR systems and staff completion is not mandatory. The information is therefore incomplete for ethnicity and disability⁴.

Table 3 - Staff diversity

Ethnicity	%	Disability	%	Age Group	%
White	50	Disabled	6	15 - 24	0
Ethnic Minority	0	Not disabled	26	25 - 34	6
Chosen not to declare	7	Chosen not to declare	6	35 - 49	54
Not known	43	Not known	62	50 - 59	33
				60+	7
Gender	%	Working Pattern	%	Part Time Gender	%
Male	50	Full Time	80	Male	18
Female	50	Part Time	20	Female	82

5.3. Equality Impact Assessment

Workforce Change has undertaken EQIA activity on the proposal for Cluster 49. No significant risks with regard to equality issues have been identified and wider public consultation has not been considered necessary at this stage. Further examination of individual circumstances will be undertaken through one to one discussions between managers and staff. Mitigating action will be considered

³ Source: Latest headcount data provided by HMRC business units

⁴ Source: HR data at 01/07/08

where impacts have been identified with regard to equality issues. The EQIA findings for West Point can be found at Appendix A.

5.4. Staff Consultation

HMRC undertook an eight week period of consultation between June 2008 and August 2008, inviting staff and unions to comment on the proposal to reshape HMRC within Cluster 49. During this period 13 responses were received, representing the views of 129 (45%) staff, out of a total of 287 staff⁵ in Plymouth. The two trade unions, ARC and PCS, also submitted responses.

The Summary Report of the Consultation Responses for Cluster 49 was published on the staff intranet site on 15 October 2008.

Comments were constructive and covered a range of topics, the main themes being travel, accommodation issues and green issues.

The majority of comments focused on travel related issues, including extended travelling times to new offices, availability of car parking, public transport services and road infrastructure. Detection staff raised concerns over the facilities in the buildings proposed for retention because of their specialist needs in particular, 24 hour access, secure storage and car parking. Respondents suggested that before any decisions are made the proposals for Plymouth should be discussed with the UK Border Agency. Staff expressed concerns over green issues and the potential increased carbon emissions caused by extended travel times.

Business managers will meet with every individual affected by changes and discuss the implications for them and their options. Some staff may need to move to another HMRC location depending on personal circumstances.

6 RELOCATION OPTIONS FOR STAFF

This section considers the impact of relocating staff to alternative HMRC offices.

Where a staff member is unable to relocate to the proposed HMRC office within reasonable daily travel managers will discuss other available options with them. No staff will be required to relocate beyond reasonable daily travel.

B&C Claimant Compliance, ESS, and Local Compliance, currently a total of 52 staff, will relocate to The Apex, Plymouth.

The distance between West Point and The Apex is 4.6 miles (7.4km) and, travelling at 8.00 am, the journey by car takes approximately 22 minutes⁶.

RIS does not intend to retain a long term presence in this location and will be in discussion with staff about their options.

6.1. The Apex, Plymouth

6.1.1. Overview

The map at Appendix B shows the position of West Point in relation to The Apex, Plymouth.

⁵ Source: HR data at 01/04/08

⁶ Source: www.transportdirect.info

The Apex is an ex-IR office. HMRC occupies a space sufficient to accommodate an estimated 210 staff before desk sharing and shift patterns are taken into account. The building currently houses 126 staff. The majority of staff work in Customer Operations⁷.

6.1.2. Travel by Car

An analysis of drive time data, detailing travelling times by car between staff home postcodes and The Apex, indicates that for all staff currently based at West Point potentially⁸:

- 54% of staff would face an increase in travel time following relocation to The Apex
- 56% of staff would be able to reach The Apex in 30 minutes or less
- Of those staff facing an increase in travel time, none would fall outside of reasonable daily travel.

The Apex has 65 on-site parking spaces, with an additional three designated disabled bays. The nearest car park is 0.5 miles (0.8km) from the office⁹.

6.1.3. Travel by Public Transport

An analysis of travel by public transport between staff home postcodes and The Apex indicates that for all staff currently based at West Point potentially⁸:

- 83% of staff would face an increase in travel time following relocation to The Apex
- Of the staff facing an increase in travel time, 24% would fall outside of reasonable daily travel.

One to one discussions between staff and managers will establish the full impact of relocation to The Apex and could lead to alternative arrangements being considered.

The nearest railway station is Plymouth located 2.8 miles (4.5km) from the office⁹.

6.2. Daily Travel Assistance

A calculation based upon 52 B&C Claimant Compliance, ESS and Local Compliance staff travelling between West Point and The Apex, a return journey of 9.2 miles (14.8km), produces a maximum Daily Travel Assistance cost of £93k over three years¹⁰.

Because Daily Travel Assistance forms part of a person's taxable income, any individuals receiving Working Tax Credit and claiming Daily Travel Assistance should be aware that their Working Tax Credit entitlement could be reduced as a result.

⁷ Source: Latest headcount data provided by HMRC business units

⁸ Source: HR known postcodes at 01/07/08

⁹ Source: www.transportdirect.info

¹⁰ Formula: staff x return mileage x basic mileage rate x 260 days x 3 years

6.3. Other Government Departments

The expectation is that staff will relocate within HMRC. However opportunities may exist to transfer to other Government Departments and HMRC has a support package of measures, both financial and personal, to facilitate such transfers. Other Government Departments located in the area include¹¹:

- Communities and Local Government
- Crown Prosecution Service
- Department for Business, Enterprise and Regulatory Reform
- Department for Children, Schools and Families
- Department for Environment, Food and Rural Affairs
- Department for Innovation, Universities and Skills
- Department for Transport
- Department for Work and Pensions
- Department of Health
- Health and Safety Executive
- HM Courts Service
- Home Office
- Land Registry
- Ministry of Defence
- National Probation Service.

7 ESTATES & FINANCE

7.1. Estate Information

HMRC occupies West Point under the contract with Mapeley. West Point has on-site car parking available for 19 vehicles with no predetermined number of designated disabled bays.

7.2. Finance

The vacation of this office will contribute to estimated estate savings of £9.9m in the South West Region between 2007 and 2012.

7.3. Information Management Services (IMS)

IMS has been engaged in the detailed consideration of the proposal for West Point. IMS will work closely with Estates & Support Services and business unit managers to provide the IT and telephony requirements for staff relocating to The Apex.

¹¹ Source: OGC data at April 2008

APPENDIX A: EQUALITY IMPACT ASSESSMENT – WEST POINT, PLYMOUTH

Equality Impact Assessment (EQIA) work is undertaken to determine which policies or activities, for staff and customers, should be subject to a wider EQIA public consultation. This work is ongoing and is updated whenever there is a major change to proposals or plans. Once a decision has been made to withdraw from a specific office an EQIA document is prepared with reference to that office. This EQIA focuses on the withdrawal from West Point, Plymouth which is part of Cluster 49. This cluster contains the four office buildings in Plymouth. The EQIA should be read in conjunction with the Overview Equality Impact Assessment of the Cluster 49 Proposal.

Background to proposal

1. Proposal	<p>On 11 June 2008 Workforce Change (WFC) commenced an eight week period of staff consultation on a proposal to reshape HMRC within Cluster 49. Part of the proposal for Cluster 49 was to withdraw from West Point. The expectation is that up to 52 staff will relocate to The Apex, Plymouth approximately five miles away.</p> <p>Appendix B shows a map of these offices.</p>
2. Date implemented or planned to come into effect	HMRC does not expect to fully vacate West Point before spring 2010.
3. Programme Owner	WFC acting with a devolved authority from Directors and adopting a pooled sovereignty approach, led by a Programme Board. This group includes representatives from key stakeholders and business units.
4. Programme Manager	The Regional Review Programme Manager within WFC.
5. Who in the Department manages the day	Implementation Teams will have primary responsibility for the delivery of changes to the Cluster 49 estate and for management of local redeployment and relocation issues.

<p>to day function?</p>	<p>Implementation Teams are usually led by a senior manager from the majority business unit and include representatives from Estates & Support Services (ESS), People Function and the other business units affected.</p>
<p>6. Why is this proposal being considered? Provide a description of aims of proposal (purpose, who benefits and how, etc)</p>	<p>HMRC is required to make estate savings under the Comprehensive Spending Reviews 2004 and 2007. The Cluster 49 Proposal was one of a series of consultations on the reshaping of HMRC. The overall aim is to deliver a more efficient and effective service to businesses and individuals.</p> <p>The decisions for Cluster 49 will deliver more effective utilisation of available HMRC office space, contributing to departmental efficiency savings whilst providing opportunities for the consolidation of teams within the same business unit. Staff are expected to relocate within reasonable daily travel. In some cases, people and work may not always move to the same place - business units may take the opportunity of an office move to restructure their operations, opening up different options for staff.</p>
<p>7. a. Give full details of all the internal and external stakeholders of this proposed action</p> <p>7. b. How will you work with stakeholders in implementing this function?</p>	<p>Internal – staff, managers, business unit planners, trade unions, WFC, People Function, IMS, CaM, ESS.</p> <p>External – Financial Secretary to the Treasury, local MPs, customers, Mapeley, ASPIRE, local authorities, selected trade bodies.</p> <p>Internal – HMRC consults formally with internal stakeholders during the feasibility stage.</p> <p>External – HMRC engages with the Financial Secretary to the Treasury and MPs during the feasibility stage and also with local authorities and selected trade bodies, where appropriate.</p>
<p>8. Does this proposal interact with any others? If so, how? Please comment on connected proposals and describe the</p>	<p>The proposal is part of the Regional Review Programme (RRP), which is designed to deliver HMRC’s restructuring ambitions as quickly and cost-effectively as possible. The RRP supports business unit strategic planning and the Estates Consolidation Programme, working</p>

relationship	towards meeting HMRC efficiency targets for people (headcount) and estate.
<p>9. How will the RRP impact directly those staff who cannot travel to a more distant location?</p>	<p>Businesses will consider the scope to feed back work to staff affected by this proposal, while portable work is available and the office remains viable. The Department is committed to measures which will particularly assist staff who are not within reasonable daily travel of any other location.</p> <p>HMRC has introduced an intranet-based Options Assessment questionnaire which allows staff to indicate which redeployment opportunities they might consider if available. This information provides business planners and Implementation Teams with a starting point to help identify solutions for staff who may not be able to move with their current business. The Options Assessment includes a list of measures which may be available to staff, such as:</p> <ul style="list-style-type: none"> ▪ Transfers into other HMRC business units ▪ Paid moves of home for pre-surplus staff to fill specialised posts that cannot be filled locally ▪ Transfers into other Government Departments, including a compensation scheme for staff transferring to other Departments with lower pay ▪ A ‘public sector release scheme’ offering grants to staff leaving to train for frontline public sector jobs such as teaching or nursing ▪ Flexible Early Severance ▪ Approved Early Retirement schemes. <p>The HR Job Centre Team works with Businesses to redeploy pre-surplus staff using the PMMA (Pre-Surplus Managed Moves) process. Support is also available for staff through the Redeployment Support Programme.</p>

Potential Equality Impacts

This section considers equality impacts and actions to be taken to reduce/mitigate any adverse impacts on staff. In the announcement on 11 June 2008 staff were encouraged to consider what impact the planned changes might have on their own future work and travel patterns and speak with managers if they anticipated any difficulties. Any individual concerns will be considered further in one to one discussions between managers and staff. Managers will work with staff to consider personal circumstances and any necessary mitigating action.

Consideration given to:	Staff	Mitigating Action
1. Racial groups	<p>50% of the staff in West Point have provided details of their ethnic origin and 7% of the staff chose not to declare their ethnicity. No staff have declared that they belong to an ethnic minority group. The HMRC total for the South West Region is 1%. The HMRC national total is 4%¹².</p> <p>No issues specific to racial groups have been raised in the staff consultation process.</p> <p>At this stage no potential adverse impacts have been identified that would disproportionately affect staff due to their racial group.</p>	None required at this stage.
2. Those with a disability	<p>32% of staff in West Point have provided data on disability. 6% of staff have declared a disability and 6% of the staff chose not to declare their disability status. The HMRC total for South West Region is 7%. The HMRC national total is 7%.</p> <p>No issues specific to disability have been raised in the staff consultation process.</p> <p>The potential impact on those with a disability is dependent on personal</p>	Staff and managers will engage in one to one discussions regarding the specific needs of each staff member and will make reasonable adjustments

¹² All diversity data quoted in this EQIA is provided by background HR systems as at 01/07/08 and staff completion is not mandatory. The information is therefore incomplete for ethnicity and disability.

Consideration given to:	Staff	Mitigating Action
	<p>circumstances. Known impacts to this group arising from previous relocations are:</p> <ul style="list-style-type: none"> ▪ Staff who require specialist IT equipment or reasonable adjustment adaptations may need to discuss their requirements/needs with their manager ▪ Disabled staff travelling to work by car may be adversely affected if their current location provides disabled parking facilities and these are not available in the new location ▪ Disabled staff requiring re-training may be adversely impacted if training courses require overnight stays or long distance travel. <p>There are 65 car parking spaces, with an additional three designated disabled bays at The Apex.</p>	<p>where required.</p> <p>Managers will discuss these issues with staff if they arise and seek the support and guidance of HR and Diversity specialists.</p> <p>Managers may need to engage with 'Access to Work' to identify reasonable solutions and assistance with journeys.</p>
<p>3. Gender (including transsexual/transgender)</p>	<p>The gender ratio of staff based at West Point is 50% female to 50% male. The HMRC total for the South West Region is 57% female to 43% male. The HMRC national total is 58% female to 42% male.</p> <p>20% of the staff at West Point work part-time. Of these 82% are female. Potential impacts arising to those staff (full and part-time) with care responsibilities are noted in section 6 – 'Those with dependants'.</p> <p>No issues specific to gender have been raised in the staff consultation process.</p> <p>At this stage no potential adverse impacts have been identified that would disproportionately affect staff due to their gender.</p>	<p>None required at this stage.</p>

Consideration given to:	Staff	Mitigating Action												
4. Age	<p>The age profile for HMRC staff in West Point is as follows:</p> <table border="1" data-bbox="600 403 842 691"> <thead> <tr> <th>Age</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>15-24</td> <td>0</td> </tr> <tr> <td>25-34</td> <td>6</td> </tr> <tr> <td>35-49</td> <td>54</td> </tr> <tr> <td>50-59</td> <td>33</td> </tr> <tr> <td>60+</td> <td>7</td> </tr> </tbody> </table> <p>No concerns specific to age were raised in the staff consultation process.</p> <p>At this stage no potential adverse impacts have been identified that would disproportionately affect staff due to their age.</p>	Age	%	15-24	0	25-34	6	35-49	54	50-59	33	60+	7	None required at this stage.
Age	%													
15-24	0													
25-34	6													
35-49	54													
50-59	33													
60+	7													
5. Marital status	<p>HMRC holds information on marital status for superannuation purposes only. This data has not been analysed within this EQIA.</p> <p>No issues specific to marital status were raised during staff consultation.</p> <p>At this stage no potential adverse impacts have been identified that would disproportionately affect staff due to their marital status.</p>	None required at this stage.												
6. Those with dependants	<p>HMRC gathers some information on staff with dependants via the staff survey. Completion is voluntary.</p> <p>Respondents to the staff consultation were concerned that extra travelling requirements would have an adverse impact on the work life balance of those with care responsibilities.</p> <p>Other known impacts arising from previous relocations are as follows:</p> <ul style="list-style-type: none"> ▪ Daily Travel Assistance, paid to assist staff with additional travel costs, 	<p>Managers will work with staff to consider personal circumstances and any necessary mitigating action.</p> <p>HMRC provides childcare vouchers to assist staff with childcare costs.</p>												

Consideration given to:	Staff	Mitigating Action
	<p>is taxable and impacts on the payment of tax credits.</p> <ul style="list-style-type: none"> ▪ In changing work activity, employees with dependants may be required to change working patterns or hours to suit business needs. <p>A drive time analysis of home to office journeys for part-time staff has been undertaken based on available home postcode data. The results indicate that for part-time staff currently based at West Point and relocating to:</p> <p>The Apex</p> <ul style="list-style-type: none"> ▪ 55% will experience an increase in travel time ▪ No staff will experience journey times that would fall outside reasonable daily travel ▪ The longest journey time is calculated at approximately 60 minutes. 	<p>No staff will be required to relocate beyond reasonable daily travel.</p>
<p>7. Sexual orientation</p>	<p>HMRC gathers some information on the sexual orientation of staff via the staff survey. Completion is voluntary.</p> <p>No concerns specific to sexual orientation were raised in the staff consultation process.</p> <p>It is noted that a potential adverse impact may arise if staff relocate to an office where they experience changes to the network/support structure and facilities currently available.</p> <p>At this stage no potential adverse impacts have been identified that would disproportionately affect staff due to their sexual orientation.</p>	<p>None required at this stage.</p>
<p>8. Religion and beliefs</p>	<p>HMRC gathers some information on the religion and beliefs of staff via the staff</p>	<p>HMRC policy is to provide</p>

Consideration given to:	Staff	Mitigating Action
	<p>survey. Completion is voluntary.</p> <p>The Diversity Network Coordinator previously expressed concerns that the estate rationalisation could affect the availability of 'All faith rooms'.</p> <p>It is noted that a potential adverse impact may arise if staff relocate to an office where they experience changes to the network/support structure and facilities currently available.</p> <p>At this stage no potential adverse impacts have been identified that would disproportionately affect staff due to their religion and beliefs.</p>	<p>'All faith rooms' on request where a dedicated room is not available.</p> <p>Managers will work with staff to consider personal circumstances and any necessary mitigating action.</p>
<p>9. Should any of the people in the categories listed be consulted at this time?</p>	<p>Not at this stage – in due course all staff will have one to one discussions with their managers to establish individual impacts and consider appropriate mitigating action.</p>	

Comments on proposed actions

<p>Consideration given to:</p>	<p>Comments on action to be taken to promote equality of opportunities and good relations for each of the diverse groups, alternative actions and communications of different impacts.</p>
<p>1. Categories</p> <ul style="list-style-type: none"> ▪ Racial groups ▪ Those with a disability ▪ Gender (including transsexual/transgender) ▪ Age ▪ Marital status ▪ Those with dependants ▪ Sexual orientation ▪ Religion and beliefs 	<p>HMRC is an equal opportunities employer and offers support to staff via the following policies, schemes and contacts:</p> <ul style="list-style-type: none"> ▪ Race Equality Scheme ▪ Disability Equality Scheme ▪ Gender Equality Scheme ▪ Diversity Network Coordinators/Staff Networks (race, disability, gender, age, alternative working patterns, lesbian, gay or bi-sexual, religion and beliefs) ▪ Flexible Working Patterns (offering flexible working hours, alternative working patterns, part-time and term-time contracts) ▪ Provision of facilities for nursing mothers ▪ Provision of facilities for all faiths <p>In relocating staff from West Point to The Apex, managers will discuss individual impacts with staff. Where agreement is reached that it is unreasonable for an individual to relocate to the proposed office, managers will consider alternative solutions such as a transfer into another business unit, home working (subject to business requirement) or redeployment to other Government Departments within the locality.</p>
<p>2. Explain how you plan to monitor equality issues following announcement of decisions</p>	<p>Managers will discuss relocation with staff to establish whether or not the relocation is reasonable and within reasonable daily travel. The conclusions from these discussions will be considered and moderated by a moderating group (consisting of senior managers advised by HR specialists)</p>

<p>Consideration given to:</p>	<p>Comments on action to be taken to promote equality of opportunities and good relations for each of the diverse groups, alternative actions and communications of different impacts.</p>
	<p>to ensure there is consistency between managers within the decision making process. WFC will work with business unit managers and HR to monitor any objections/grievances/appeals received to establish if the proposal is disproportionately impacting on any of the groups assessed.</p>
<p>3. Lessons learned and any other comments</p>	<p>All learning from this project will be taken forward to similar future projects under consideration.</p>
<p>4. If having considered all relevant factors you concluded that there may be an impact that you are unable to mitigate with policy or procedural changes, please give full details including why mitigating action cannot be provided</p>	<p>All impacts identified from this assessment can be addressed by the mitigating actions discussed.</p>
<p>5. Requirement for wider public consultation on Equality Impact Assessment (EQIA) work</p>	<p>Wider public consultation will not be required at this stage. Mitigating action can be provided for the potential and known impacts identified. Overall, the extent of any impacts will be dependent on personal circumstances and these will be identified in discussions between managers and staff.</p>

Customer Impact

This section considers equality impacts and actions to be taken to reduce/mitigate any adverse impacts on customers.

Consideration given to	Enquiry Centre Customers	Mitigating Action
<ul style="list-style-type: none"> ▪ Racial groups ▪ Those with a disability ▪ Gender (including transsexual/transgender) ▪ Age ▪ Marital status ▪ Those with dependants ▪ Sexual orientation ▪ Religion and beliefs. 	<p>There are no enquiry centre services provided from West Point.</p> <p>Any impact on enquiry centre customers is expected to be minimal.</p>	<p>None required at this stage.</p>

APPENDIX B: MAP OF OFFICES

